

High Sick Leave Consumption Public Health & Wellness



KPI Owner: Tammy Anderson

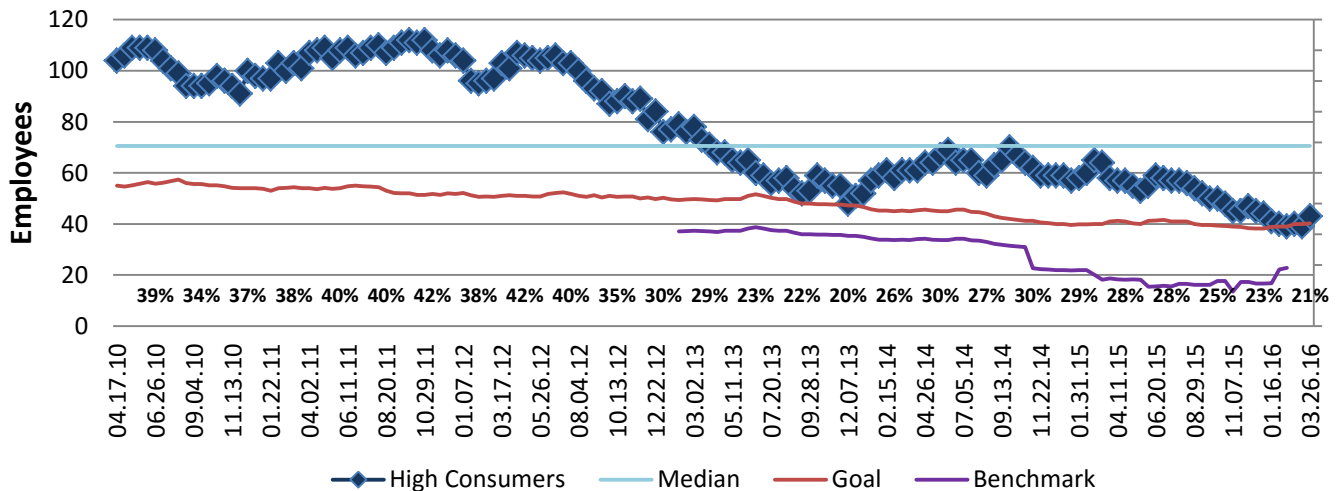
Process: Sick Leave Management

Baseline, Goal, & Benchmark	Source Summary	Continuous Improvement Summary
Baseline: FY12 - 45% (115) of total employees Goal: Reduce the number of employees with high sick leave consumption to no more than 20% of the total number of Public Health and Wellness employees by June 30, 2015. Benchmark: 8.72% LMG Top Quartile 12/19/15	Data Source: Payable Time Peoplesoft Goal Source: Scope Summary Benchmark Source: Enterprise KPI Report	Plan-Do-Check-Act Step 8: Monitor and diagnose Measurement Method: # of employees who used 9 or more out of 12 sick days in a 12 month period; rate calculated by dividing by total employees Why Measure: Promote a culture in which sick time is used appropriately Next Improvement Step: Collect data on explanatory factors associated with sick leave usage

How Are We Doing?

04.13.14-03.26.16 Rolling 52wk Avg Goal	04.13.14-03.26.16 Rolling 52wk Avg		03.29.15-03.26.16 Goal	03.29.15-03.26.16 Actual	
40	49		40	43	
Employees	Employees		Employees	Employees	

High Sick Leave Consumption



03.01.15-03.31.16

Percent of Division Employees With High Sick Leave

